



Annual Leave Restoration

References: Title 5, United States Code (U.S.C.), Section 5551(c); Title 5, U.S.C., Section 6304(d)(3); Title 10, U.S.C., Section 2687; DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1705, "Operational Continuity During Closure"

Normally, employees can't carry forward more than 240 hours of annual leave from one year to the next. However, if your installation has been designated for realignment or closure through the Base Realignment and Closure (BRAC) process, any excess leave that you forfeit may be restored so long as you continue to work at your current activity.

The annual leave restoration provision applies to all BRAC closures, and to BRAC realignments meeting the criteria outlined in Title 10, U.S.C., Section 2687. Annual leave restored under this special BRAC provision is placed in a separate leave account, and employees are not required to use their restored leave before other available annual leave. They're also exempt from the standard requirement of having to previously schedule leave before it can be restored.

Your supporting human resources office can tell you if you're covered by this benefit. If the restored leave is not used, it will be included in the lump sum payment of your annual leave when you're separated, or it can be used with other annual leave to keep you on the rolls past your scheduled separation date in order to qualify for retirement or Federal Employees Health Benefits (FEHB) coverage. If you move to a non-DoD Federal agency, or to a DoD installation that is not being closed or realigned, the restored leave is paid in a lump sum.